

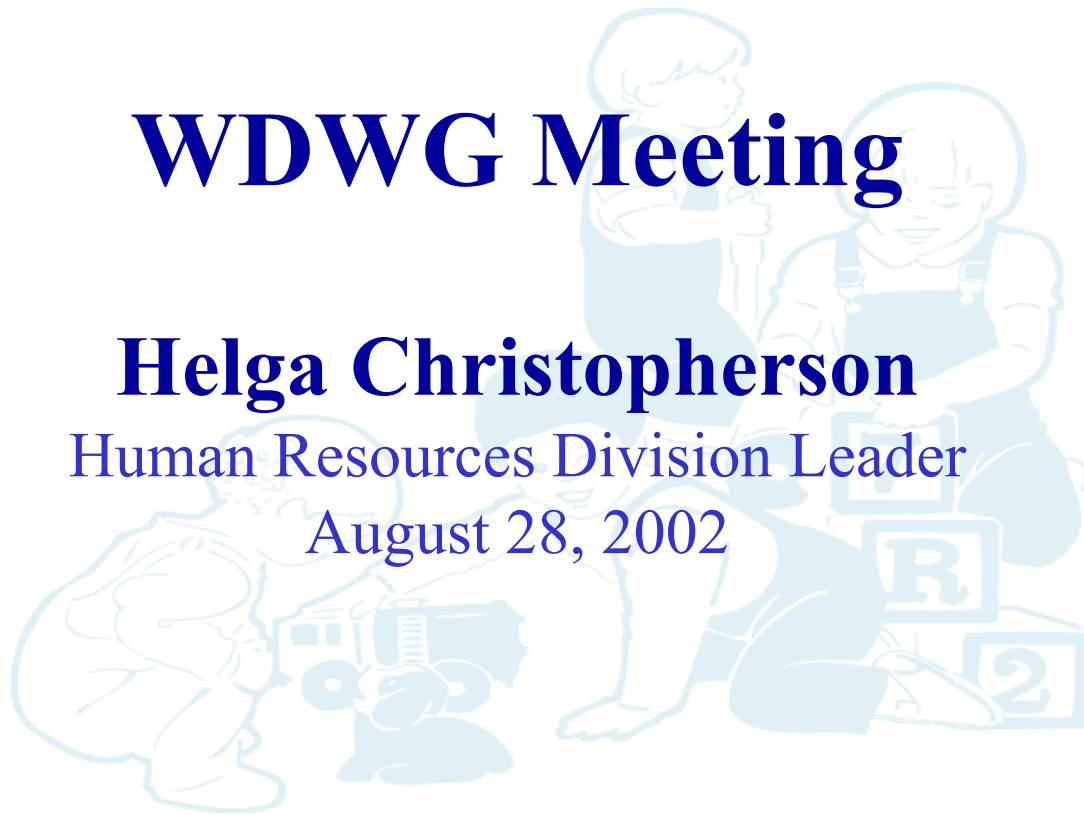
LANL Child Care Initiative Update

WDWG Meeting

Helga Christopherson

Human Resources Division Leader

August 28, 2002



Topics to Be Covered

- Overview of LANL Child Care needs
- Update on the LANL Child Care Initiative
- Next steps

Overview of Employee Child Care Needs

- Availability of child care for our workers
- Current local child care capacity
- LANL's business need for additional & alternative child care services

Need for Child Care

- A 20+ year history of employees requesting the child care benefit that other DOE laboratories offer
- Workforce statistics indicate a growing need for center-based child care
- NM licensing shows that there is a decrease in home provider care (primary source for infant/toddler care)

Chronology of LANL's Child Care Efforts

- Employee requests for LANL child care began in 1978
- Child care studies, surveys, and decisions:
 - 1991—Women's Committee Survey
 - 1992—Recommendation for a dependent care policy
 - 1993—Director Sig Hecker established childcare task force
 - 1995—Barud and Associates Childcare Facility Implementation Study
 - 1996—LANL decision to avoid direct involvement in childcare
 - 1999—WDWG Childcare Needs Assessment Survey
 - 1999—Director John Browne and Martha Krebs (DOE HQ) joint announcement of childcare initiative
- 1/2000 HR staff assigned to LANL Child Care Initiative
 - 2000—Child Care Initiative program plan approved
 - 2001—Proposal drafted; approved by SET; forwarded to DOE
 - 2002—DOE decision on establishing a center
 - 2002—Issue RFP
 - 2003—Open center

Availability of Child Care

Local supply doesn't meet the increasing demand

Community child care centers have served the community well; however

- Los Alamos County '02 “Health” Report indicated child care supply did not meet the demands
- Anecdotal evidence shows that county, school, and LANL workers have experienced difficulty in locating the child care they need
- LANL workers’ historical and current data consistently confirm the need for additional care

Los Alamos Centers' Licensed Capacity

Child Care Center Name	Total	Age 0-2	2 Plus
Ark Child Development Center	100	20	80
Busy Bee Preschool and Day Care	100	0	100
Canyoncito Montessori	55	0	55
Christian Montessori Preschool	17	0	17
Horizons Preschool and Day Care Center	81	15	66
Little Forest Playschool	88	0	88
Quemazon Montessori School	83	26	57
Sage Cottage	49	15	34
Ponderosa Montessori (F.K.A Sage Montessori)	63	0	63
Total licensed slots	636	76	560

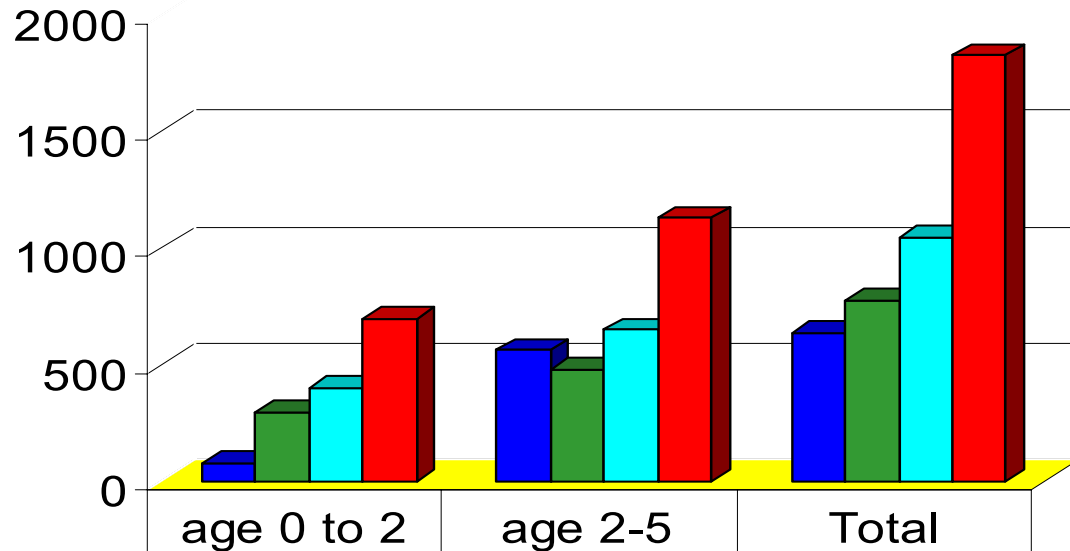
Centers don't typically provide care to maximum licensing capacity.

Data Source: State of New Mexico, May 2002

Fewer Home Care Providers

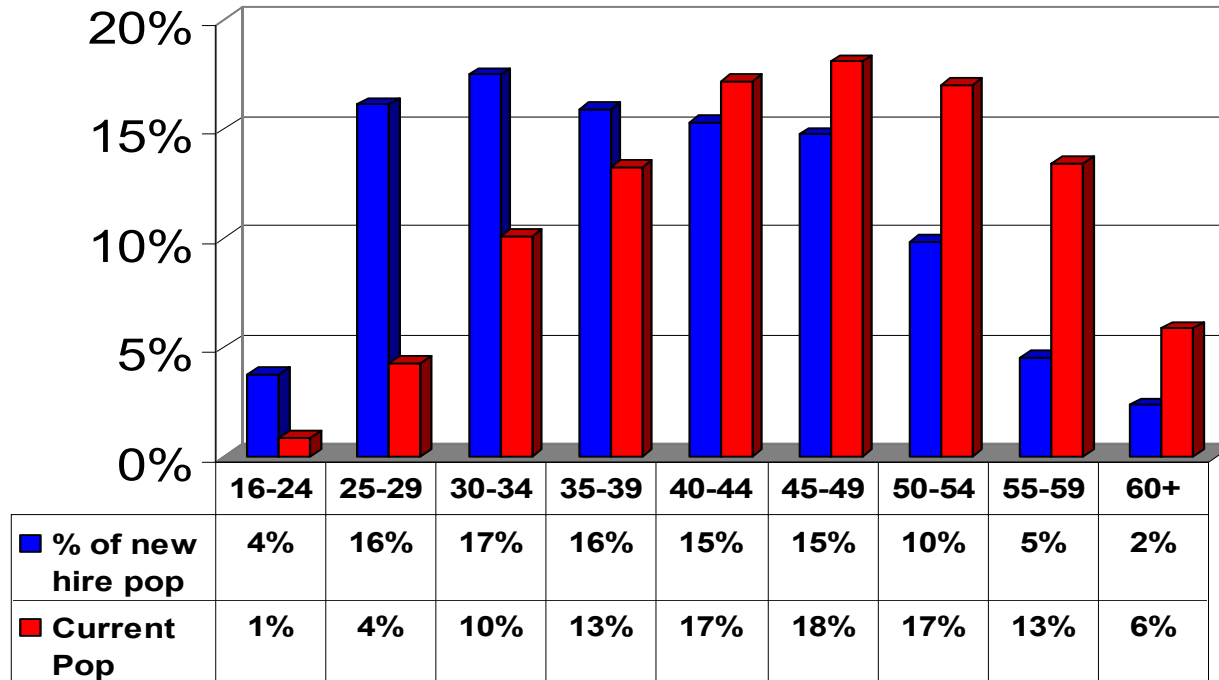
- There are 21 fewer home care providers operating in Los Alamos County than in prior years
 - Problem: High burnout & lack of understanding of (a) demands of providing daily care; and (b) necessary business skills
 - Only one state-licensed home provider is currently operating
 - Fewer home care providers increase the demand for center care
- Source of home care provider data
 - Updated LANL generated home care list
 - LANL Working Families web-site registration
 - State and local licensing information

Provider Capacity to Total Dependents



Dependent needs of 6001 non UC Staff were calculated using UC dependent ratios (74.2%) for each age group

Age Distribution of New Hires vs. Current LANL Population



Age Bands

Continued increases in early career LANL employee hiring creates additional need for center child care

2001 Employee Feedback Indicated Insufficient Child Care

- **100 emails from employees about insufficient child care and resulting workplace stress**
 - Problem finding care for infants and children two to five
 - Lack of staff, little transition/back-up, and little part-time care
 - Fear of provider retaliation
 - Managers report that lack of child care impairs their ability to recruit and retain workers
 - Numerous powerful statements of general support for LANL child care
- **2001 Employee petition to CER with 70+ signatures**
- **2001 child care employee meeting sponsored by Women's Diversity Working Group (WDWG)**
 - Drew more than 100 concerned workers
 - Audience supported the Lab's Initiative & need for more child care
 - Five speakers related different child care problems they faced
 - New Websites for parents on child care availability previewed

Needs Assessment of Surrounding Communities Child Care

Phone Survey results of Espanola Valley/Santa Fe child care centers

- Surveyed larger programs
- Asked questions to determine size of center, hours, ages served, programs, participation of LANL families, capacity/vacancies
- Data: Centers serve 40 to 160 children of varying ages; only one had drop-in service; a few had national accreditation

Analysis: Centers do not meet LANL child and infant care needs because of limited operating hours and limited openings

LANL's Child Care Initiative

- DOE has approved a 5-year pilot project
- Center will offer space for 45 to 50 infants and children
 - 23 slots for infants and toddlers under two
 - 7 slots for drop-ins/transition care
 - 20 slots will be for children age group from 2 to 6
- Student fees, staff salaries, and benefits comparable to the local market
- Operate under the standards of the National Association for the Education of Young Children (NAEYC)

National Association for the Education of Young Children (NAEYC)

- The nation's largest and most influential organization of early childhood educators; dedicated to improving the quality of programs for children
- Sponsors a national, voluntary, professionally sponsored accreditation system to help raise the quality of all types of preschools and child care center programs
- Accredited 7,600 programs serving more than 685,000 children; an additional 8,300 programs are currently in the review process

Center Timeline

Identify best location/contract for space	Oct 02
Select operator	Nov 02
Ready space for child care center	Apr-Jul 03
LANL child care center opens	Aug 03



Providers' Concerns about LANL Child Care

- Fear they will be unable to compete with LANL Center because of DOE subsidy for the facility, utilities, and maintenance
 - Loss of clients to the LANL child care center due to better facilities and cheaper rates
 - Loss of staff to the LANL child care center due to comparable LANL-like wages and benefits
 - Loss of revenue; fear that some centers will go out of business
- Providers believe the LANL Center will start small but will grow substantially and cause more competition

Staff shortages appear to be their chief concern

We sought to reduce impact on the Los Alamos provider community while meeting LANL parents' needs

- Program size limits impact on current businesses
 - Center size limited to 50; 70% targeted to expensive and less served ages and types of care
 - Center employee compensation will be comparable to the surrounding child care industry, not the Laboratory
 - Tuition will not undercut local providers

Meeting LANL parents' needs while reducing impact on the Los Alamos provider community

- LANL has committed to help providers recruit staff
 - Design a recruitment brochure for child care workers
 - Pursue a Federal, State &/or private grant to transport workers to Los Alamos community provider sites
 - Advertise and facilitate UC and area colleges internship programs for child care staff

What We've Achieved on Recruitment and Training for Providers

- Explored training opportunities
 - Advertised UNM & UC internship programs for child care staff
 - Requested WDWG to assist in grant writing for training care givers
 - Approached Los Alamos Economic Development Council to partner in submitting grants
- Initiated child care job marketing strategies
 - Designed/printed cooperative brochure for Child Care Recruitment
 - Partnered with HR Staffing recruiting efforts
 - Recruited for child care staff at the August Los Alamos Job Fair
 - Arranged for child care recruiting brochures to be distributed in employee orientation materials
 - Prepared letter from LANL management to court LANL student programs' extended families for short-term caregivers' opportunities

LANL Request for Proposal (RFP) Process

- RFP publication
- BUS-DO RFP training
- Pre-proposal phone conference
 - Pre registration
 - Bidders submit written questions
 - Written answers will be provided
- RFP Proposals submitted
- Review process and selection
- Negotiation with selected bidder

**Help in understanding the RFP process is available both internally
or externally**

Assistance for RFP Bidders

The Laboratory can't

- directly assist a potential bidder in preparing the actual bid

The Laboratory can

- make potential bidders aware of the resources that can help with bid preparation
- assist interested parties in understanding the procedural requirements, steps involved, and the review, de-briefing and protestation process

Resources for RFP Bidders

- LANL BUS-DO RFP training
- LANL BUS-Small Business Office
 - For general understanding of terms, forms, etc.
- LANL Ombuds Office
 - For understanding of the procurement & debriefing process, sharing concerns, and resolving disputes
- External Resources
 - Small Business centers

*We recognize
your continuing interest and concern about
LANL child care needs*

We appreciate and thank you--and the many people who have raised this issue before you--for your

- Persistence over time keeping this issue alive
- Willingness to work on issues, sponsor meetings, and analyze data
- Concern for your fellow employees

You helped make this happen!

